

January 22, 2021

VIA ELECTRONIC FILING

The Honorable Jocelyn Boyd
Public Service Commission of South Carolina
101 Executive Center Drive
Columbia, South Carolina 29211

RE: Friends of the Earth and Sierra Club, Complainant/Petitioner v. South
Carolina Electric & Gas Company, Defendant/Respondent
Docket No. 2017-207-E

Request of the Office of Regulatory Staff for Rate Relief to South
Carolina Electric & Gas Company's Rates Pursuant to S.C. Code Ann. §
58-27-920
Docket No. 2017-305-E

Joint Application and Petition of South Carolina Electric & Gas
Company and Dominion Energy, Incorporated for Review and Approval
of a Proposed Business Combination between SCANA Corporation and
Dominion Energy, Incorporated, as May Be Required, and for a
Prudency Determination Regarding the Abandonment of the V.C.
Summer Units 2 & 3 Project and Associated Customer Benefits and Cost
Recovery Plans
Docket No. 2017-370-E

(This filing does not involve any change to the retail electric base rates
of Dominion Energy South Carolina, Inc.)

Dear Ms. Boyd:

By Order No. 2018-804 ("Order"), dated December 21, 2018, issued in the
above-referenced dockets, the Public Service Commission of South Carolina
("Commission") approved, among other things, the merger between Dominion
Energy, Inc. ("Dominion Energy" or "Company") and SCANA Corporation ("SCANA").
As part of its approval of the merger, the Commission also approved certain merger
conditions. One such merger condition requires that:

Dominion Energy will seek to minimize the reductions in
local employment, and in particular any involuntary
reductions, by allowing some of the Dominion Energy
Services, Inc. employees supporting shared and common

(Continued . . .)

services functions and activities to be located in Cayce where it makes economic and practical sense to do so. In any case, it will maintain employees in Cayce when it is in the best interests of [Dominion Energy South Carolina, Inc.'s] customers to do so.

[Order No. 2018-804, Order Exhibit p.7].

In furtherance of this merger condition, Dominion Energy is required to report to the Commission on its progress twice a year until December 31, 2021. The purpose of this letter is to provide the Commission and the South Carolina Office of Regulatory Staff (“ORS”) with an update on this merger condition as of December 31, 2020.

As reported to the Commission and ORS in prior reports, the Company has been focused on integrating SCANA and its subsidiaries, including its employees, with Dominion Energy. The integration of SCANA into Dominion Energy has been a two-year endeavor involving numerous tasks and objectives all of which were accomplished with the perseverance and dedication of hundreds of Dominion Energy employees. In this report, the Company is pleased to inform the Commission and ORS that Dominion Energy substantially completed its integration efforts on January 1, 2021.

Recognizing the importance of the merger condition cited above, Dominion Energy has taken great care to ensure that its employees located in Cayce were minimally impacted during integration to the extent possible. As reported in prior reports, Dominion Energy announced in March 2019, that it was offering a Voluntary Retirement Program (“VRP”) for eligible employees who were 55 years of age or older and had at least three years of service as of July 31, 2019.¹ The VRP, which was offered to Dominion Energy employees across the nation, was designed, in part, to assist with the integration of SCANA, create new growth and career opportunities for employees, and advance the strategic efforts to recruit top talent from diverse backgrounds that will meet Dominion Energy’s future business needs.

To recap, a total of 1,369 employees from both Dominion Energy South Carolina, Inc. (“DESC”) and Dominion Energy Southeast Services, Inc. (“DESS”) qualified for participation in the VRP and of that amount, 501 DESC and DESS employees enrolled in the VRP. Without sacrificing safe and efficient operations, 494

¹ Prior to the March 2019 VRP announcement, Dominion Energy presented a Voluntary Separation Program (“VSP”), which was similar to that of the VRP, to certain executive administrative assistants who served in roles supporting SCANA executives and officers who had retired or would be retiring in the near future as result of the merger. Ten executive administrative assistants qualified for the VSP, and of those who qualified and worked in Cayce, seven elected to participate.

VRP participants based in South Carolina have transitioned out of the Dominion Energy workforce as of December 31, 2020. In 2021, the remaining seven South Carolina based VRP participants will exit the employ of Dominion Energy.

During 2020, Dominion Energy focused its efforts on ensuring that all South Carolina based employees who were employed by DESS became employees of Dominion Energy Services, Inc. ("DES") and that certain DESC employees transitioned to DES. The Company also focused its efforts on ensuring that all DESC employees transitioned into the Dominion Energy compensation structure. To accomplish this task, Dominion Energy evaluated every non-union position to ensure that it aligned with Dominion Energy's compensation structure and policy to ensure a consistent, competitive compensation program across all of Dominion Energy's businesses. In furtherance of this effort, Dominion Energy also reviewed and mapped all non-union positions to existing Dominion Energy job titles with corresponding pay grades, salary ranges, and career levels. If a position did not map directly to an existing Dominion Energy job, a new title was created to accurately reflect the job responsibilities for the position. On January 1, 2021, all South Carolina based employees of DESS as well as certain DESC employees transitioned into DES. Those employees as well as the remaining DESC employees transitioned into the Dominion Energy compensation structure at that time. This task was accomplished with minimal impact upon the employees located in Cayce.

As previously reported, South Carolina employees are also enjoying opportunities to work across the broader Dominion Energy enterprise. More specifically, SCANA's former general counsel is now the Chief Deputy General Counsel for Dominion Energy overseeing litigation, claims, employment law issues and other matters for the Company nationwide. He is located at Dominion Energy's South Carolina headquarters. Dominion Energy's Manager for Labor Relations is also a South Carolina employee working from Dominion Energy's South Carolina headquarters. He oversees labor relations across Dominion Energy's nationwide operations. On January 1, 2021, DESC's vice president of natural gas operations was promoted to vice president of economic development strategy. She too is currently located at Dominion Energy's headquarters in Cayce and will work across all business units and among DES departments to bolster Dominion Energy's local, regional and state economic development efforts to include data centers, advanced manufacturing, the clean energy supply chain and more. Moreover, a number of employees, including information technology, cyber security, and environmental and gas safety personnel, are now performing national jobs from the Cayce location. Further, several former DESC employees have advanced to positions in Dominion Energy headquarters.

Dominion Energy has worked diligently to ensure that its Cayce-based workforce had direct input into the decisions and day-to-day operations of the Company by transitioning former DESS employees to DES roles, which impact all of Dominion Energy, and keeping those employees based in Cayce.

As of December 31, 2020, 3,458 Dominion Energy employees are located in South Carolina² and of that amount 1,251 are located in Cayce.³

With integration now largely complete and where it makes economic and practical sense to do so, Dominion Energy will continue to evaluate locating available positions in Cayce and remains committed to filling certain open positions with South Carolina based employees. In concise summary, Dominion Energy is maintaining a strong employment base in South Carolina and providing opportunities across its operations for South Carolina personnel.

By copy of this letter, Dominion Energy is providing a copy of this letter to all parties in the above-referenced dockets.

If you have any questions or concerns, please do not hesitate to contact us.

Very truly yours,



K. Chad Burgess

KCB/kms

cc: All Parties of Record in Docket No. 2017-207-E
All Parties of Record in Docket No. 2017-305-E
All Parties of Record in Docket No. 2017-370-E

² This amount does not include employees of Dominion Energy Carolina Gas Transmission Company, which Berkshire Hathaway, Inc. agreed to purchase, among other assets, from Dominion Energy on July 5, 2020.

³ While Dominion Energy has been working to retain positions in Cayce, it has also been required to eliminate certain Cayce-based positions which were duplicative functions being performed in Richmond. For example, Dominion Energy maintained a corporate secretary's office in Richmond prior to the merger and therefore, it was not necessary for Dominion Energy to maintain a second corporate secretary's office in Cayce after the merger. In early 2019, Dominion Energy instituted an involuntary severance program which removed the Cayce-based corporate secretary's office from its workforce along with certain other duplicative positions. To date, Dominion Energy, DESS, and DESC have eliminated nine Cayce-based positions that are currently being performed in Richmond as well as 28 other positions not based in Cayce.